

**MUSC College of Medicine
AnMed Faculty Orientation
August 22, 2023**

Welcome!

Dean Stoney Abercrombie, MD

Affiliate Professor, COM Family Medicine

Dean, MUSC-AnMed Health Clinical Campus



Cassandra Salgado, MD, MS

Professor, Department of Medicine
Senior Associate Dean for Faculty Affairs,
Development and Wellness
Director, Infectious Diseases
Hospital Epidemiologist, MUSC Health

<https://medicine.musc.edu/faculty-affairs>

Today's Program

- Introduction to the COM and the FADW Office- Cassy Salgado
- Programming and APT- Gary Gilkeson
- Mentoring and Resources- Carol Feghali-Bostwick
- Education Mission and Academy of Medical Educators- Paul McDermott

MUSC College of Medicine

Faculty Affairs, Development and Wellness

Associate Deans

Team:

Cassy Salgado, Gary Gilkeson, Paul McDermott, Carol Feghali-Bostwick, and Jennifer Nall

Mission:

To assist faculty at all levels with successful career development in the areas of education, clinical care, research, administration and wellness.

<https://medicine.musc.edu/faculty-affairs>

College of Medicine



About the College of Medicine

1,400

Faculty Members

7

Nationally Ranked Specialties

102

2021 Invention Disclosures

20%

Diversity in M.D. Class

100%

2022 Match Rate

\$258M

Annual Research Funding

850

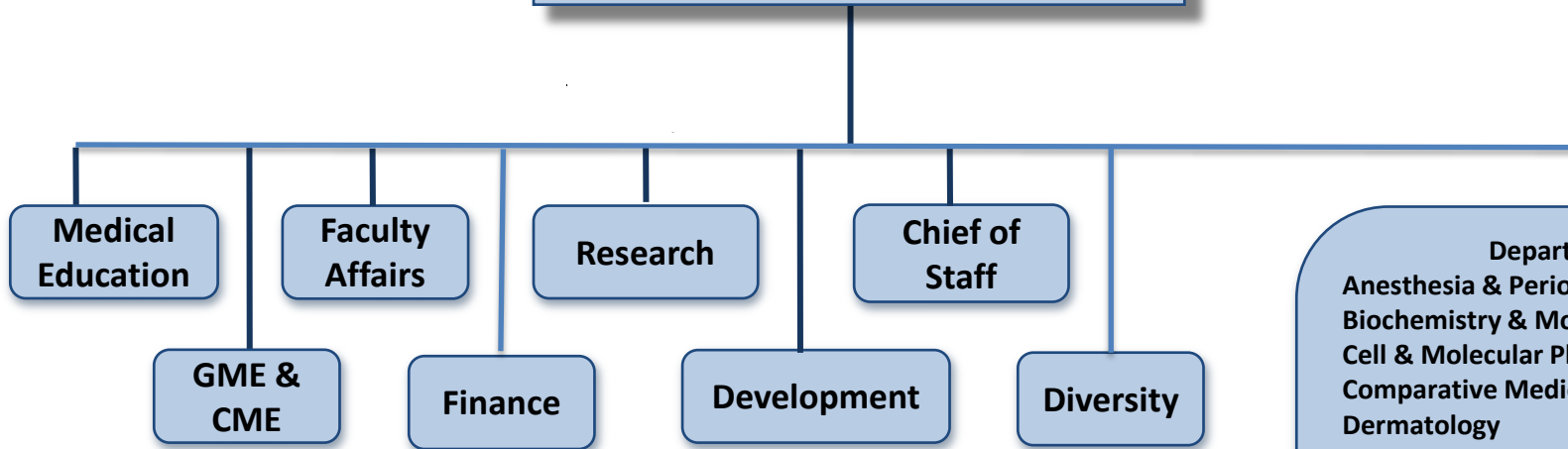
Resident Physicians

96th

U.S. Med School Percentile
for African-American Grads

Changing What's Possible

Dean, College of Medicine



Departments:

Anesthesia & Perioperative Medicine
Biochemistry & Molecular Biology
Cell & Molecular Pharmacology
Comparative Medicine
Dermatology
Emergency Medicine
Family Medicine
Medicine
Microbiology & Immunology
Neurology
Neurosciences
Neurosurgery
Obstetrics & Gynecology
Ophthalmology
Orthopaedics & Physical Medicine
Otolaryngology
Pathology & Lab Medicine
Pediatrics
Psychiatry
Public Health Sciences
Radiation Oncology
Radiology
Regenerative Medicine
Surgery
Urology

Changing What's Possible

Faculty Affairs, Development and Wellness: At a Glance

Appointment, Promotion & Tenure

[Appointment, promotion, and tenure](#) information and guidelines for MUSC faculty

Researcher Resources

View our list of [Researcher Resources](#), including funding opportunities, research education, proposal development, and grant writing support

Educator Resources

[View list and resources](#) for educator opportunities to include AME, ARROW, Telehealth, Writing Center, Apple Tree and more

Mentoring

- [Mentoring Plans \(Department Specific\)](#)
- Mentoring Best Practices: [University of California San Francisco Site & IDP](#)
- "[An institution-wide faculty mentoring program at an academic health care center with 6-year prospective outcome data](#)" published in the Journal of Clinical and Translational Science by MUSC faculty, Dr. Marc Chimowitz, et.al. (PDF)

Tips and Tools for Mentors and Mentees:

Faculty Senate



[Faculty Committees](#)

Faculty Engagement in COM Governance - Bylaws & Charters

College of Medicine faculty members are encouraged to be actively involved and are fully integrated in the COM committee governance structure, which includes a number of faculty councils and committees:

- Dean's Executive Committee
- Faculty Council
- Appointment, Promotion, Tenure Committee
- Admissions Committee
- Dean's Diversity Council
- Education, Diversity & Student Affairs Committee
- Faculty Development Advisory Committee
- Graduate Medical Education Committee
- Nominations and Elections Committee
- Research Oversight Committee
- Student Progress Committee
- Undergraduate Curriculum Committee

Programs & Services

- Exit Interviews
- [Faculty Development Roundtable Series](#)
- Individual Consults - see Associate Deans contact information above
- [Late Career Transitions](#)
- [New Faculty Orientation](#)
- Special Programs - Leadership Development and special workshops
- [COM Department specific faculty development](#) opportunities

Changing What's Possible

Faculty Affairs, Development and Wellness - Roundtables and Other Offerings

- Roundtables offered throughout the year on a variety of topics including wellness and resilience, education, telehealth, and promotions
- Offered virtually, generally, from 12 -1 pm Thursdays

Educator Resources

- Available on website
<https://medicine.musc.edu/faculty-affairs/educator-resources>
- Academy of Medical Educators(AME),
APPLE Tree, ARROW
- COM Educator Policies
- Teaching Physician access

Wellness Resources



Arts & Humanities

Connect to soul-soothing resources from MUSC's Arts in Healing Dept., Pet Therapy, Humanities program and more.



Caring for Others

From colleagues to your family, find available resources and tools that will help you support others while caring for yourself.



Culture of Well-Being

Learn why well-being is so important, and view our history, our foundation and our goals for success.



Mental, Emotional, & Spiritual

Locate up-to-date mental and behavioral health resources available within MUSC and in the community.



Caring for Self

Discover well-being resources to support a holistic approach to well-being including physical wellness, financial wellness and more.



Professional Development

View our collection of resources, trainings and leadership programs. Available to MUSC and MUSC Health employees, faculty and care team members.

<https://horseshoe.musc.edu/everyone/well-being>



Gary Gilkeson, MD

Professor, Department of Medicine
University Distinguished Professor
Associate Dean Faculty Affairs, Development
and Wellness

Affiliate Faculty Promotion

AFFILIATE FACULTY

- Professional community whose members have contributed, in one form or another, to the several functions of the College.
- Recognizes community members who support the programs and missions of the College of Medicine.
- Implicit in the designation is the recognition that contributions relate to those educational activities immediately relevant to the patient, often in a private practice setting.
- Mechanisms to include: volunteering time from private practice to participate in teaching at either the undergraduate or graduate medical levels, participating in College of Medicine conferences in their area of interest, or regularly consulting regarding patient care issues.

Affiliate Faculty Criteria

- Must provide a valuable service to the MUSC mission;
- Must be appropriately qualified for the service they provide;
- The individual's qualifications and contributions are vetted
- **The individual must receive no compensation from the College of Medicine (COM) or unit that issues the Affiliate faculty appointment.**

Affiliate Instructor

- Board eligible or certification in one of the medical specialties
- Demonstrate excellence in either teaching or clinical practice.
- The ability to work cooperatively and collegially within a diverse environment

Affiliate Assistant Professor

- Continues to meet all the criteria for Affiliate Instructor.
- Demonstrate continued excellence in either teaching, or clinical practice.
- A minimum of three (3) years of professional postgraduate experience.
- The ability to work cooperatively and collegially within a diverse environment.

Affiliate Associate Professor

- Continues to meet all the criteria for Affiliate Instructor
- Demonstrate continued excellence in either teaching, or clinical practice.
- A minimum of eight (8) years of professional postgraduate experience.
- The ability to work cooperatively and collegially within a diverse environment.

Affiliate Professor

- Continues to meet all the criteria for Affiliate Instructor.
- Demonstrate continued excellence in either teaching, or clinical practice.
- A minimum of fourteen (14) years of professional postgraduate experience.
- The ability to work cooperatively and collegially within a diverse environment.

Mechanisms for Promotion

- Appointment recommendations for Affiliate Instructors and Affiliate Assistant Professors are reviewed and approved by the Chair of the College APT Committee. Appointment recommendations for Affiliate Associate Professors and Affiliate Professors are reviewed by the Chair of the College APT Committee and forwarded to members of the APT Committee for review.

Procedure for promotion

- A completed Promotion Packet. The Chair of the Department submits. Managed through AnMed office
- Proposal letter from the AnMed chief. The Chief in which the candidate is seeking promotion is responsible for preparing a proposal letter.
- Letter of support written for the Affiliate faculty member by a College of Medicine faculty at MUSC
- Faculty member at the academic rank of equivalent stature
- An abbreviated one-page curriculum vitae, preferably printed from FAIR
- An up-to-date curriculum vitae for the candidate utilizing the College of Medicine standard format
- Candidate's personal statement.

AnMed Faculty Promotions

- There are currently 207 AnMed physicians who hold affiliate status at MUSC
- Over the past year, 2 AnMed faculty were promoted.

Mentoring and Resources



Carol Feghali-Bostwick, PhD

Distinguished Professor, Department of Medicine

Associate Dean of Faculty Affairs, Development, and Wellness

Mentoring Programs



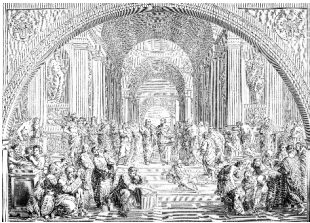
Mentor
Leadership Council



Department Mentoring
Plans



K to R Club



Mentorship Symposium



ARROW



Mentor Training

Departmental Mentoring Plans

Each COM department has one:

<https://medicine.musc.edu/faculty-affairs/mentoring-plans>

Tools for Mentors & Mentees Series

Topic	Speakers
Time management	Perry Halushka
Crafting a CV that tells your story	Michelle Cohen
Increasing your professional reputation	Chris Cowan
What reviewers are looking for on NIH study sections	Panel
Resources for junior faculty	Marc Chimowitz
Metrics for successful mentoring	Marc Chimowitz
Achieving scholarly productivity as a clinician-educator	Eric Rovner

** Previous topics and recordings can be found on the Faculty Affairs website

SCTR Annual Mentor Training Symposium

- Began in 2010
- Half day – Open to all faculty
- Different focus each year:
 - October 20, 2023 (in person)
 - Best Practices for Difficult Conversations



Paul McDermott, PhD

Professor, Cardiology/Medicine
Associate Dean for Faculty Affairs,
Development and Wellness

Academy of Medical Educators

MUSC
COLLEGE OF MEDICINE
ACADEMY OF MEDICAL EDUCATORS



<https://medicine.musc.edu/faculty-affairs/academy-of-medical-educators>

Academy of Medical Educators

- The Academy of Medical Educators (AME) was established by the College of Medicine in June, 2012.
- AME is a voluntary member organization that supports a community of educators committed to advancing medical education.
- The purpose of the AME is to serve as a venue for facilitating collaboration, excellence and scholarship in teaching and education.

AME Faculty Development Activities

- Seminars
- Roundtables
- Workshops
- Development of Teaching Portfolio

It's Easy to Join

Detailed information is posted on the AME Website:

<https://medicine.musc.edu/faculty-affairs/academy-of-medical-educators>

- Recent and Upcoming Events (we take requests!)
- Links to Recordings and PPTs
- Current Members
- Materials for Education Portfolio

Membership Categories

Membership Category	Eligibility	Educational Domains
Distinguished Teacher	COM Faculty COM Emeritus	Record of achievement in multiple domains
Master Teacher	COM Faculty	Record of achievement in 1 or more domains
Developing Teacher	Junior COM Faculty, Residents and Fellows	Not required
Education Specialist	COM Faculty, Administrators and Staff	Not required

Educational Domains:

- Teaching Activity
- Curriculum and/or Assessment Development
- Advising and Mentoring
- Educational Leadership and Administration
- Educational Research and Scholarship

Continuing Medical Education

- The MUSC Office of Continuing Medical Education (CME) is committed to supporting the lifelong learning process of physicians
- Website: <https://medicine.musc.edu/education/cme>
- Website has link to join the CME mailing list and receive updates
- Offerings include online grand rounds, enduring materials, live conferences, *etc*

Thank you for your participation today!

- The slides and recording will be posted on our MUSC website @ <https://medicine.musc.edu/faculty-affairs/anmed-health-faculty>
- Contact us anytime with suggestions for new programming or a consult!
- CME Activity Code: 8363832
- Please don't forget to complete the short evaluation survey. <https://redcap.musc.edu/surveys/?s=9TKRYCPWHFM4YX8L>



**Faculty Affairs and Faculty Development Series
Roster of Attendance
CME Activity Code: Self report - 8363832**

Topic: Orientation

Session Date August 22, 2023

Activity Director: Cassandra Salgado, PhD

Enrollment Coordinator: Mary McConnell

Learning Objective: Identify resources for staff/faculty to demonstrate control of their career development by accessing available resources and creating strategies based on institution expectations and policies explored during FAFD

The Medical University of South Carolina is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians. The Medical University of South Carolina designates this live activity for a maximum of 1.0 *AMA PRA Category 1 Credit(s)*[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

In accordance with the ACCME Essentials & Standards, anyone involved in planning, presenting or moderating this educational activity will be required to disclose any financial relationships with any ineligible companies. This information is listed below. Speakers who incorporate information about off-label or investigational use of drugs or devices will be asked to disclose that information at the beginning of their presentation.

**The following information has been disclosed for the 21/22 fiscal year:
Unless noted below, the faculty, staff, moderators, and planning committee have no financial relationships with any ineligible companies.**

The Medical University of South Carolina Office of CME has no financial relationships with any ineligible companies.

Faculty, staff, moderators, & planning committee with financial relationships with ineligible companies:
NONE

Any financial relationships with these ineligible companies have been mitigated by the MUSC Office of CME

Name (Please Print)	Credentials	Initials	Email Address	Do you need CME/CEU Credit
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